



# HR SOLUTION

APS' HR solution allows you to streamline your employee management processes and reduce your workload. Our easy-to-use technology and employee self-service portal help you reduce time spent on manual data entry as well as increase usability, efficiency, and adoption.

## HR SOLUTION FEATURES

- Benefits Administration
- Carrier Connections
- Recruiting & Onboarding
- ACA Compliance & Reporting
- Performance Management
- Asset Management
- Event Tracking for FMLA Leave, Disciplinary Actions, etc.
- Total Compensation Reporting
- Document Management with eSignatures
- OSHA Tracking & Reporting (300, 300a, 301)
- Training Course Enrollment & Tracking
- Mobile Manager & Employee Self Service
- EEO and VETS 100a Reporting
- HR Support Center
- HR On-Demand
- Core HR Reporting & Analytics

## KEY FEATURES

- Single point of entry for data to eliminate duplicate entry and reduce the potential for errors.
- Analytical tiles and workflows for a closed-loop view of employee performance.
- Employee lifecycle management including performance reviews, event tracking, and asset tracking.
- Electronic signature feature for employee documents.
- Training course management including enrollment, tracking, and notification of renewal.
- Comprehensive tools and features to manage ACA compliance and reporting accurately and efficiently.
- HR Reporting - turnover, headcount, benefit costs, benefit comparison, benefit reconciliation, wage change.

# APS

## HIRE

An upgrade to the HR Console. It is a robust applicant tracking and onboarding feature, providing the ability to attract and review candidates and then efficiently onboard them during the hiring process.

- Easy job posting to job boards with central management of applications.
- Customized hiring process per job posting including prescreen questions and assessments.
- Comprehensive employment background checks and reports that are compliant with state and federal regulations.
- Easy management of full-time, part-time, and independent contractor documents in an intuitive dashboard.
- Reporting includes EEO, affirmative action, time to fill and source analysis.
- Verify work authorization through E-Verify.
- All new hire documents are attached to the employee record and easily accessed.



# APS

## PROVIDES CUSTOMERS

- A comprehensive online payroll and tax compliance solution with a single point of entry to manage one or many accounts.
- The flexibility to integrate with other technologies, automating data flow and eliminating duplicate entries.
- A secure, cloud-based application with access to real-time data for proactive monitoring.
- A cost-efficient, unified suite of solutions logically designed to increase productivity.
- Smart reporting and analytics features for more strategic decision-making and faster problem resolution.
- A mobile-optimized tool with geofencing and task delegation for an engaged workforce.
- A dedicated Solutions Consultant, Implementation Manager, four-person Account Team, and Success Team to ensure complete customer satisfaction and system usage.

# KEY DIFFERENTIATORS

## TECHNOLOGY

Our proprietary technology is logically designed for an optimized user experience.

## SUPPORT MODEL

APS provides each customer with a dedicated four-person account team with a team lead to ensure a high level of quality and consistency.

## COMPLIANCE

Our technology is beyond six sigma compliance, with an almost perfect output of less than 0.0000034%.

## CLIENT EXPERIENCE

From day one, our goal is to understand the challenges our clients are facing and how our system can best be configured to help support their needs.

## TAX ERROR RATE

APS has a negligible tax fee ratio of 0.000001 per \$700 million in payroll tax payments processed.

## SECURITY

Our software utilizes advanced multi-level security, two-factor authentication, and is SOC 1 Type 2 audited for limited risk.

## KEY PARTNERS

We are the only Sage Intacct Marketplace Partner hosting the first platform-to-platform, automatic General Ledger integration. We also offer an SSO integration with Cypherworx Learning Management.

## ABOUT APS

APS brings innovation and scalability to modern workforce management. We believe that our clients, their employees, and our partners deserve an easy-to-use, logical technology platform delivered with personalized service and support. We design our unified technology with a focus on the user experience to improve usability, efficiency, and adoption. APS understands the challenges organizations of all sizes face, which is why we provide a full suite of cloud-based solutions that address all aspects of employee management.

APS is different because of our personalized approach to technology and service with a focus on the client experience. As a result, we continually maintain a 98% customer retention rate. Since 2014, we have ranked as a High Performer, the #1 software company in Louisiana, as well as Best Customer Support, Ease-of-Use, Functionality, and Product Quality by G2 Crowd.



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APS guarantees tax payments and filings to be accurate and timely, as long as the data provided to APS is accurate and timely and the customer's account is sufficiently funded to cover all payroll tax liabilities. If a tax penalty is the result of our error, we'll maintain the abatement process and absorb any fines or interest due.